Effecting Formative Institutional Change

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1. Initiating Change through Dialogue

- **10 STEM Departmental Workshops (150 Faculty)**
  - **Talk:** Use Appreciative Inquiry to Envision Positive Goals
  - **Plan:** Faculty Develop Action Plans for Change
  - **Take Action:** Departments Enact Vision (e.g., Hire Women)

Evaluating Formative Change

- **Half way through 5-Year ADVANCE Project**
- **Formative Change Efforts:**
  - STEM Department Climate Workshops
  - Incentive Research Grants
  - Monthly Workshops/Lunches
  - Campus Events-Involvement

*Advance: 2 Engineering + 1 Physics + 1 GSO + 1 CELS = 10
Colleges: + 1 Psych + 3 GSO + 1 CELS = 10

Comparison of Hired Faculty Since ADVANCE

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2. Incentive Funds: Motivating Collaboration

- **STEM Incentive Grants, 2004-05:** $40k/yr → 2006: $60k
  - 24 Grants ($140k total) Distributed 2004-2006
  - Funds from Advance + Provost, then + Research Office
  - Involve STEM Women and Collaborations
  - Generated Media Spots
  - Wide Array of STEM Areas:
    - Physics, Engineering, Math, Biology, NRS, Plant Science

Extending Effects of Incentive Grants

- Incentive Funds
  - Wide Departmental Reach
  - Institutional Buy-In
  - Public Media Attention

3. Monthly Workshops: Increasing Retention

- Thinking About Tenure From the Start
- Provost Tips on Succeeding at URI
- Meet your friends in the Research Office
- Publishing a Paper – Secrets Revealed!
- Gender-Sensitive Teaching
- How to Find the Best Students
- Didn’t I Just Say That? Strategies for Being Heard
- Work and Home: Making the Connections

Writing Workshops: Fostering Research

- Marian Goldsmith - Prof & Chair, Biological Sciences
  - *Writing & Revising Scientific Papers*
- Wayne Velicer - Co-Director, Cancer Prevention Research Center
  - *Why and How to Get a Grant*
- Linda Shamooh - Prof, College of Writing Program
  - *Getting past Writer’s Anxiety*
- Padma Venkatraman - Grad School and Oceanography
  - *Becoming a Prolific Writer*
Greater Research Productivity-Recognition

- Grant Proposals Recently Submitted
  - *e.g.*, J. Peckham: *Broadening Participation in Computing*
  - *e.g.*, B. Silver & H. Mederer: *Work-Family Life*
- STEM Women Faculty in the Limelight
  - *e.g.*, Rebecca Brown: *Turf Research*
  - *e.g.*, Yana Reshetnyak: *Cancer Diagnostic Technology*
- Research Publications
  - *e.g.*, R. King: *Estrogen Sulfotransferase Inhibitors*
  - *e.g.*, J. Prochaska: *Readiness to Advance Women*  

Survey Findings: Raising Consciousness

- **Men Report More Positive Work Environment:**
  - More Career Satisfaction
  - More Influence Over Careers
  - Less Discrimination
- **Women Report More Interpersonal-Work Challenges:**
  - Less Interpersonal Support & Respect
  - Less Likely to Decide to Have Children
  - More Consideration of Partner’s Job Opportunities
  - More Belief in Combining Career & Parenting

4. Informing the University Community: Motivating Involvement & Change

- **Campus Events**
  - Virginia Valian: Small Differences Add Up
  - Robert Drago: Bias Avoidance
  - ADVANCE Presentations & Efforts

Policy Changes: Improving Work Environment

- **Parental Leave Policy for Faculty in Place:**
  - 6 Weeks Paid Leave for New Child
  - 11+ Paid Leaves (Both Women & Men)
  - Talk of Extending for Broader Coverage
- **Dual Career Policy Guidelines Under Consideration:**
  - President, Provost, Deans, Chairs & Faculty interested
  - ADVANCE, President’s Commission, Union
  - Pamphlet Being Finalized
Predicting Career Satisfaction

- Work Respect: .30
- Influence at Work: .19
- Positive Work Climate: .18
- Resources: .16
- Work-Family Balance: .11
- Perceived Productivity: -.10
- Committee Work
- Gender Equity
- Discrimination
- Family Pressures

R² = .52
7 of 10
Signif. IVs

F(10,266)=28.45
p < .001

5. Conclusions

- Money Talks
- Change Grows (Dept. → Univ. → Public)
- Collaborative Gatherings Engage, Inform & Produce
- Be Open to Broad-Based Data & Evidence
- Qualitative: Research Literature, Feedback
- Quantitative: $, Frequency Counts, Statistical Analyses
- Institutional Involvement → Large, Long-term Change